

**Memorandum of the Meeting  
Study Session/Meeting  
Twenty-Eighth Town Council of Highland  
Monday, May 21, 2018**

The Twenty-Eighth Town Council of the Town of Highland, Lake County, Indiana met in a study session on **Monday, May 21, 2018** at 6:45 O'clock P.M. in the regular place, the meeting chambers of the Highland Municipal Building, 3333 Ridge Road, Highland, Indiana.

*Silent Roll Call:* Councilors Bernie Zemen, Mark Herak, Dan Vassar, Steve Wagner and Konnie Kuiper were present. The Clerk-Treasurer, Michael W. Griffin was present to memorialize the proceedings. A quorum was attained.

*Additional Persons Present:* Jared Tauber, Tauber Law Offices; Larry Kondrat, Board of Waterworks Directors; Kathy DeGuilio-Fox, Redevelopment Director were also present.

Ed Dabrowski, IT Consultant (Contract) was also present.

**General Substance of Matters Discussed.**

1. **Paul L. Doherty Veterans Highway of Flags Memorial.** The Town Council and the Clerk-Treasurer discussed the merit of moving forward with renaming the current Highway of Flags Veterans' Memorial, located at the southeast corner of Indianapolis Boulevard and Ridge Road.

The Town Council discussed the possible public reaction and whether there were any other persons of similar or equal stature who may need to be considered as well.

The discussion further included whether there should be any monument honoring and memorializing Highland veterans who were killed in action or perhaps even missing in action in conflicts or wars.

It was suggested that there was support and no objection to moving forward with gathering additional information along with suggestions for the ways and means to modify the Highway of Flags site for any name change. Further that the Town Council would be open to exploring a way to honor Highland residents who are veterans killed in action or missing in action to be somehow memorialized at the same site.

2. **Discuss remaining appointments including vacancy on Waterworks Board for M. Timmer and the Tree Advisory Board.** The Town Council noted that it was in receipt of several applications from persons evidencing interest in serving on the Tree Advisory Board. The Council discussed its readiness for making appointments from those who have applied.

The Town Council President also stated that he was considering a candidate for appointment to the unexpired term of Matt Timmer from the Board of Waterworks Directors.

3. **Review the road resurfacing list provided by the Operations Director.** The Town Council reviewed the list of identified projects for road resurfacing and repair prepared by the Operations Director. The Town Council discussed some



*Special Meeting for Public Hearing on Proposed Additional Appropriations.* The Clerk-Treasurer reported that owing to the Town Council's action at its meeting of May 23, 2018, the usual study session of *Monday, June 04, 2018 will be delayed to allow for a Special Meeting* for a public hearing on proposed additional appropriations in the Building and Inspection and Advisory Board of Zoning Appeals Departments and the Community Crossings Grant Fund. Study Session will follow.

7. *Fire Chief Salary and Its adequacy.* With leave from the Town Council, Councilor Kuiper presented a copy of a memorandum on Merrillville Fire Department Letterhead, styled as 2016 Salary Comparison for Merrillville Fire Territory. The memorandum listed selected cities and towns in Lake County under the rubric of Fire Chief and listed what was understood to be the salary for officers.

It was noted that the salary listed for the Highland Fire Chief was not correct on the memorandum. The discussion included the accuracy of the research and report as presented. It was further discussed about the functional equivalency of the comparisons noting some of the communities either had hybrid or full-time career departments. Councilor Kuiper expressed his belief that the Fire Chief needed a raise. The Town Council received the information without further comment or action.

		2016 Salary Comparison	
<u>Fire Chief</u>			
Merrillville	\$	72,510.00	
Hobart	\$	64,087.00	With additional pay for EMT of \$1,200 , Paramedic \$3,600
Whiting	\$	75,000.00	With additional pay for overtime based upon \$22.82 hr base pay
Schererville	\$	81,453.58	
Hammond	\$	95,516.00	
Gary	\$	104,738.00	
Crown Point	\$	73,199.00	
Highland	\$	63,166.48	Highland note * As of 2018 the Fire Chief has a biweekly salary of \$ 2,550.95 He receives added biweekly pay \$95 each pay for holding masters degree
St. John	\$	78,370.76	His longevity pay as of January 1 of this year is \$104 biweekly Annual Base pay \$ 66,324.70 Composite \$ 71,498.70

*(Embedded information from the Merrillville memorandum. It is noted that the salaries reported have not been verified or updated for 2018 except where shown.)*

The Town Council discussed the desirability of conducting a tour of the Fire Stations. It was suggested that the Councilor might meet at Thursday, May 24, at 6:30 p.m.

There being no further business necessary or desired to be discussed by the Town Council, the regular study session of the Town Council of **Monday, May 21, 2018**, was adjourned at 7:25 o'clock p.m.

Michael W. Griffin, IAMC/MMC/CPFA/CPFIM/CMO  
 Clerk-Treasurer